



## @USNPEOPLE WEEKLY WIRE

### 1) Navy's New CAP Policy-- 5 Things You Need to Know/ 17 OCT 14 [\[LINK\]](#)

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### 2) Bystander Training Goes Fleetwide, Saves Time/ 10 OCT 14

NAVY TIMES Meghann Myers

New bystander intervention training is on its way to the fleet, but don't lament – it won't add to the number of hours sailors spend in training. Bystander Intervention to the Fleet – or BI2F – training will replace the existing hour each of fraternization and hazing general military training sailors are currently getting every year, CNP spokesman Cmdr. Chris Servello told Navy Times.

### 3) Recognizing Talent / 17 OCT 14 [\[LINK\]](#)

For the sixth year in a row the Navy's Strategic Diversity Working Group (SWDG), received the Nation's Employee Resource Groups (ERG) and Diversity Council Award, Oct. 16. The Navy's Office of Women's Policy, OPNAV N134W, is currently accepting nominations for the 2015 Capt. Joy Bright Hancock and Master Chief Anna Der-Vartanian Leadership Awards.

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There has also been a steady stream of reporting on criminal and other malevolent cyber actors who seek information using hoax emails, also known as phishing, to gain access to finances or other sensitive information. Private, personal, and sensitive information could become available to adversaries or criminals via social media or phishing if service members and their families do not practice operations security (OPSEC).

### 5) 21st Century Sailor Office bi-weekly roll-up:

Every other week, we roll up the various stories in the 21st Century Sailor Office domain. Below are the latest products for total Sailor fitness:

- Life Link October: [\[LINK\]](#)
- Building Resilience in the Face of Injury or Illness: [\[LINK\]](#)

To sign up for the @USNPeople Weekly Wire, email [usnpeople@gmail.com](mailto:usnpeople@gmail.com),  
or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## **1) Navy's New CAP Policy-- 5 Things You Need to Know / 17 OCT 14 [\[LINK\]](#)**

From Chief of Naval Personnel Public Affairs

Earlier this year the Chief of Naval Personnel announced updates to the Command Advancement Program (CAP) for active component (AC) and Reserve component (RC) and the shift from a calendar to a fiscal year timeline for CAP and Navy Recruiter Meritorious Advancement Program (NRMAP), beginning Oct. 1. These changes are based on Fleet feedback, empower the command triad to advance their top Sailors and are in alignment with ongoing performance-based initiatives.

CAP and NRMAP are intended to reward sustained superior performance, providing command triads further opportunities to advance their top Sailors. Quotas for CAP and NRMAP for eligible commands will be listed in a NAVADMIN that will be posted on [www.npc.navy.mil](http://www.npc.navy.mil).

Here are five things you need to know about CAP:

1. CAP continues to provide commanding officers with the authority to advance eligible rated Sailors in recognition of their superior performance in paygrades E3, E4, and E5 to the next higher paygrade.
2. Beginning Oct. 1, CAP will shift from a calendar year program to a fiscal year program, with the period of observance from Oct. 1 through Sept. 30. The updated policy incorporates a CAP season, July 1 to Sept. 30. The CAP season is the only the time when commands can advance eligible Sailors under CAP.
3. The CAP season aligns with the Navy-wide advancement examination (NWAE) cycles, which allows CAP to be factored in when determining the number of advancement quotas each cycle. The CAP data helps to minimize over promotions thus ensuring future advancement opportunity exists.
4. COs continue to have the authority to set CAP performance standards and select their best Sailors. The Combat Meritorious Advancement program remains unchanged.
5. For Fiscal Year 2015, there will be a hold on CAP for Selected Reserve (SELRES) Sailors due to reductions in end strength and over-manning in multiple rates.

## **2) Bystander Training Goes Fleetwide, Saves Time**

(NAVY TIMES 10 OCT 14) ... Meghann Myers

New bystander intervention training is on its way to the fleet, but don't lament – it won't add to the number of hours sailors spend in training.

Bystander intervention training will wrap all the Navy's good-decision making tips into one two-hour session per year, according to a NAVADMIN released Oct. 2 by Chief of Naval Personnel Vice Adm. Bill Moran.

Bystander Intervention to the Fleet – or BI2F – training will replace the existing hour each of fraternization and hazing general military training sailors are currently getting every year, CNP spokesman Cmdr. Chris Servello told Navy Times.

"It may seem small, but [Vice] Adm. Moran really wanted to be able to figure out what the training could count for, so we weren't just adding more training," Servello said.

The training will take best practices from Recruit Training Command and Training Support Center Great Lakes, with an emphasis on small groups and discussions.

The structure will ultimately be up to each command, but guidelines call for small groups led by a peer. Group size will fluctuate based on ship or command size, Servello said, but they should be organized and led according to rank.

"If it's E-5s, there will be an E-5 leading it. If it's chiefs, it'll be a chief," he said.

The plan is to include a short video vignette and some discussion questions to kick things off, but the instructor and the group will have some autonomy over what they cover.

"The two biggest complaints that we heard out of some of the more formal training that we've done lately, particularly sexual assault, were, 'Hey, the subject matter isn't that bad, but the way we go about doing it just makes it really hard to make this interesting,'" Servello said.

In the future, there's room to make the training more dynamic. The guidance covers intervention with sexual assault to hazing and alcohol use, a commanding officer could possibly choose which topics to focus on based on where the crew is in the training cycle.

"A commander can say, 'We're getting ready to go on deployment. Let's talk about security and good liberty behavior,'" Servello said.

That's not to say, though, that sailors won't get their regularly scheduled sexual assault prevention and response training, for example. Much of the training sailors receive is mandated by law and Defense Department regulation, but Servello said CNP is trying to incorporate that required training into the BI2F's structure.

The Navy rolled out bystander intervention training last year, and Servello said the key is getting sailors to see it the same way they see their technical and operational training.

"We're all trained in the Navy that if you see dangerous behavior on the flight deck, nobody would hesitate to grab somebody's float coat, or to push them out of the way of danger," he said. "We're trying to use that same cultural instinct to get people to do the same thing with destructive behavior."

Formal BI2F training rolls out this fall. The Navy will send teams of experts to help commands set up a training structure and educate group leaders. Moran's goal is to get the training to the entire fleet by September 2015. <http://www.navytimes.com/article/20141010/CAREERS/310100057/Bystander-training-goes-fleetwide-saves-time>

### **3) Recognizing Talent / 17 OCT 14 [\[LINK\]](#)**

From Chief of Naval Personnel Public Affairs

WASHINGTON --- For the sixth year in a row the Navy's Strategic Diversity Working Group (SWDG), received the Nation's Employee Resource Groups (ERG) and Diversity Council Award, Oct. 16.

The ERG Award recognizes and awards the outstanding contributions and achievements of U.S. ERGs and Diversity Councils that lead organizational diversity processes and demonstrate results in their workforce, workplace and marketplace.

"Diversity is not a subset of the Navy, every Sailor is diverse and grasping every bit of diversity is what makes up the Navy", said Cmdr. Renee Squier, Head, Navy Diversity and Inclusion.

The Navy placed 20 out of more than 200 applications for the 2014 ERG and Councils Honors Award. Since the awards inception the SWDG has placed in the top 20 and only three of the other awardee's have been selected in the top 25.

#### Commitment to Diversity continues

Part of the Chief of Naval Operations (CNO) Diversity Vision states "Our force will draw upon the widest possible set of talents and backgrounds to minimize our warfighting capability, adapt to address new threats and challenges, and take advantage of new opportunities," said Adm. Jonathan Greenert.

As the Navy continues to demonstrate its commitment to diversity, it seeks to honor those who are currently inspiring those changes.

The Navy's Office of Women's Policy, OPNAV N134W, is currently accepting nominations for the 2015 Capt. Joy Bright Hancock and Master Chief Anna Der-Vartanian Leadership Awards.

Presented annually, the Capt. Joy Bright Hancock and Master Chief Anna Der-Vartanian Leadership Awards recognize and honor the inspirational and visionary leadership of Navy servicemembers whose ideals and dedication foster a positive working environment, while reinforcing and furthering the integration of women into the Navy.

Nominations are broken into five categories: senior officer (O4 and senior); junior officer (O1-O3); senior enlisted (E7-E9); junior enlisted (E5-E6); and a new category to recognize Limited Duty officers (O1-O3) and Warrant Officers (W2-W5), who were previously grouped into the junior officer category.

One award winner will be chosen for each category. Nominees should be mature leaders who have shown exceptional leadership over time and have persevered to overcome challenges while serving. Nominees should have demonstrated inspirational, innovative, and imaginative leadership, both on and off-duty, as well as professional accomplishments and community involvement.

Candidates must be nominated by their commanding officer or officer in charge and receive an endorsement from the command's immediate superior in command (ISIC). Nominations are open to both active and Reserve servicemembers.

For more information about the Capt. Joy Bright Hancock and Master Chief Anna Der-Vartanian Leadership awards contact Lt. Tawney Nakamura at (703) 604-5077 or via email at [tawney.nakamura@navy.mil](mailto:tawney.nakamura@navy.mil).

For more news from Chief of Naval Personnel - Office of Women's Policy, visit <http://www.public.navy.mil/bupers-npc/organization/bupers/WomensPolicy/Pages/HancockAward.aspx>

For more news from Chief of Naval Personnel, visit [www.navy.mil/local/cnp/](http://www.navy.mil/local/cnp/)

#### **4) 5 Things Sailors Need to Know About Social Media, Phishing, Security/ 8 OCT 17 [\[LINK\]](#)**

FORT MEADE, Md. (NNS) -- As the U.S. Navy remains ever vigilant, taking the fight to the enemy, recent media reports have highlighted potential risk from information carelessly or inadvertently shared on social media.

There has also been a steady stream of reporting on criminal and other malevolent cyber actors who seek information using hoax emails, also known as phishing, to gain access to finances or other sensitive information.

Safety and security are always the highest priority for the Navy and therefore the recent reports on social media risks and new or recycled phishing scams do not necessarily mean there is an increased threat. The Navy, however, can never let its guard down.

Private, personal, and sensitive information could become available to adversaries or criminals via social media or phishing if service members and their families do not practice operations security (OPSEC).

To avoid disclosing private, banking, and other sensitive information publicly via social media, Sailors should keep in mind the following five things:

1. Never share anything online you would not tell directly to the enemy.
2. Never post private or personal information.
3. Assume any information you share electronically will be made public.
4. Phishing scams tend to have common characteristics that make them easy to identify:
  - \* Spelling and punctuation errors.
  - \* Scare tactics to entice a target to provide personal information or follow links.
  - \* Sensational subject lines to entice targets to click on attached links or provide personal information.
  - \* Include a redirect to malicious URL's which require you input usernames and passwords to access.
  - \* Try to appear genuine by using legitimate operational terms, key words and accurate personal information.
  - \* Fake or unknown sender.
5. When in doubt about a suspicious email from a supposed bank, call your financial institutions or check with your command Information Assurance (IA) lead. Your command IA can also assist with other types of suspicious email.

The Naval OPSEC Support Team, part of Navy Information Operations Command Norfolk, highlights "Knowledge is power - for both you and the adversary," and advises:

- \* Understand the value of your information.
- \* Be suspicious of unsolicited phone calls, online requests, or emails.
- \* Be suspicious when information about you and your family is requested.
- \* Always ask yourself, do they have the "need to know."

Ensure OPSEC is a way of life, 24/7/365. Navy leaders should remind Sailors and their families to assess how they use social media with OPSEC in mind -- and the need to best protect themselves, their loved ones, and all with whom they serve.

It is everyone's responsibility help keep Sailors, civilians, and families safe by not sharing personal or sensitive military information in email or in any online environment.

For more information, and for links to OPSEC review materials, visit Naval OPSEC Support Team's website at: <http://www.public.navy.mil/fcc-c10f/niocnorfolk/Pages/OPSECMission.aspx>

For presentations about social media and phishing, click the links below from the Naval OPSEC Support Team's Slideshare collection:

Social media trends for ombudsmen: <http://www.slideshare.net/NavalOPSEC/opsec-for-ombudsman?related=1>

Phishing awareness: [http://www.slideshare.net/NavalOPSEC/phishing-18488702?qid=a9bb95c9-34d6-4131-85d6-955b4e7159db&v=qf1&b=&from\\_search=1](http://www.slideshare.net/NavalOPSEC/phishing-18488702?qid=a9bb95c9-34d6-4131-85d6-955b4e7159db&v=qf1&b=&from_search=1)

Facebook privacy and account settings: [http://www.slideshare.net/NavalOPSEC/facebook-privacy-settings-updated-february-2014?qid=d01987b5-98e6-4b0c-a256-b9e1b4c816ca&v=qf1&b=&from\\_search=8](http://www.slideshare.net/NavalOPSEC/facebook-privacy-settings-updated-february-2014?qid=d01987b5-98e6-4b0c-a256-b9e1b4c816ca&v=qf1&b=&from_search=8)

For more news from Commander, U.S. Fleet Cyber Command/U.S. 10th Fleet, visit [www.navy.mil/local/FCCC10F/](http://www.navy.mil/local/FCCC10F/)

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